

Community & Public Sector Union (SPSFT)

The union for public sector workers.

CPSU (State Public Services Federation Tasmania) Inc. | CPSU (SPSF Group, Tasmanian Branch)

Monday, 17 April 2023

Dear Mr Barry,

Establishment of Tasmania Fire and Emergency Services (TFES)

The CPSU acknowledges the recent announcement by the Tasmanian Government on the establishment of TFES. Whilst the announced reform does not deliver on previous commitments by the Government to maintain the statutory independence of TFS, a position supported by the CPSU, the CPSU welcomes a clearer governance model and enabling environment to replace the current muddled governance model.

CPSU members are significant stakeholders in this reform, with any proposed changes likely to have a significant impact on employees employed under the Tasmanian State Service Award (TSSA). It goes without saying that when major reform and changes such as this are announced, there is an increase in employee anxiety and fear of the unknown.

In order to minimise employee anxiety and set the transition to TFES up for success, I encourage you to consider the below requests on behalf of our members:

1. We ask for early engagement and genuine consultation on proposed structure and roles within the newly established TFES. Our members have a diverse range of skills and expertise across Emergency Management and are well placed to provide meaningful input.
2. We seek ongoing representation on the State Fire and Emergency Services Committee as a key stakeholder group. TSSA employees across TFS and SES could make up to a third of total employees of the combined organisation.
3. Fair and equitable access to opportunities for all employees, through transparent recruitment practices that not only meet the requirements of Employment Direction 1, but also the State Service Principles contained in Employment Direction 2. We ask that all temporary appointments within TFES that are not short-term acting arrangements for leave cover go through a proper Expression of Interest process, allowing equitable access for our members.
4. That the Industrial Consultative Committee be re-established to facilitate consultation through this period of change.

I look forward to your response to these requests and welcome the opportunity to discuss with you in person.

Kind regards,



Thirza White

General Secretary

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